



New Members!

By Wendy Hue,
Partners in Progress

Party Cinemas – Acton, ON., 888.853.0053;
Email: info@partycinemas.com
Owners: Anthony Andrews & Frank Marsh.
Starting this business nearly 3 years ago, they bring over 15 years of industry experience. Services include: Movies In The Park – Video Dance Parties – School dances & fundraisers – Special events large and small. Visit their website for all the great events they offer!
www.partycinemas.com

Decor Solutions Furniture & Design,
92 Main Street, Erin, 519.833.2141,
Email info@decorsolutions.ca,
website www.decorsolutions.ca

In business for 15+ years, our 3,000 square foot showroom offers a vast selection of area rugs, furniture, fabrics, blinds, shutters, lighting and accessories. Services provided are floor planning, paint selection, custom drapery and bedding and in-home consultations. Our attention to detail and customer service is what sets us apart.

McMaster's Meat & Deli, 110 Main St. S,
Georgetown, L7G 3E4, 905.702.1274.
Bill and Rose purchased McMaster's in 2006 from Rose's brother Bob McMaster. Currently we have a fresh meat counter, a deli, fresh fruits and vegetables, pastas, spices, and bbq sauces. We are a one stop shop for that special occasion meal or for an easy meal during the week.

Odyssey Systems & Solutions,
10 Mountainview Rd. South, Unit #9,
Georgetown,
Ontario, L7G 4J9, Tel: 905.877.4567,
Fax: 905.702.8589,
Email: sales@odysseysolutions.com.
Owner Christopher Crane opened the business in 2003; Odyssey Systems has since been Georgetown's computer troubleshooter. In addition to a qualified service and sales retail location, we also offer our customers Service Support Plans. Have your own IT department at the tips of your fingers. Comprehensive computer and network solutions.

Halton Hills Gymnastics Centre (HHGC)
36 Armstrong Ave. Georgetown, Ontario
L7G 4R9; 905.877.4330
Email: hhgcinfo@aztec-net.com
website: www.haltonhillsgymnastics.com
"HHGC is a non-profit organization which operates a 15,000 sq. ft. facility with state-of-the-art gymnastics equipment. The focus of our center is to enhance a healthy lifestyle, personal achievement, self esteem, self discipline and physical fitness.... all in a FUN, safe and supportive environment. For children of all ages and abilities, programs for children with developmental disabilities.

Suzie Q's Pet Grooming 647.400.3556
suzieqspetgrooming@gmail.com
Owner/Operator Sue Bishop, will groom your dog or cat in her home salon. No stress. No crates. No waiting for hours. Immediate personalized service. What could be more comforting for your family member?
Call Sue to book an appointment today.

Communication Zone Inc. TELUS Mobility
420 Main St. E., Milton, ON, L9T 1P9
Toll Free: 1.877.266.9663 T: 905.875.9100
www.communicationzone.ca
Communication Zone is a TELUS Platinum Data Dealer who will help you build the right wireless data / internet solution for your business. Located in downtown Milton Ontario, Communication Zone has been providing superior sales and service of TELUS products to the regional community for over 12 years.

BMO Nesbitt Burns , Wilfred (Buddy) Edge,
CGA, MBA Investment Advisor
132 Trafalgar Road Oakville, Ontario L6J
3G5 Direct Line: 905.337.3629
Fax: 905.337.2033 Toll Free:
1-800.289.7798
A full service brokerage firm.

Studio Fourteen: Tiziana Manierka (**Clearly Stated Design**) and Peter Perko (**Eye Cue Design**), who have served Halton Hills with

effective creative solutions for marketing and communications since the early 1990s, have teamed up to create **Studio Fourteen**. Call us now for projects of every size and scope.
Contact info and portfolio:
www.studiofourteen.ca.

Blue Springs Flower & Gift Shop, 46-48
Mill St. E. Acton, L7J 1H2, 519.853.0800.
Toll free: 1.877.841.6885
bluesspringsflowershop@cogeco.net
www.bluesspringsflowershop.ca
Blue Springs Flower & Gift Shop is still a flower shop offering excellent quality and service in floral arrangements. We have added a Twenty and Under Gift Shop. We carry unique gifts, ladies purses, candles, home decor, jewellery, gift baskets and much more. All under twenty dollars. For information contact Anna by phone or email.

Additional New Members:
Atria Networks
Brooks Heating and Air
CariCuba Travel Inc.
Findlay Roofing
Halton Hills Community Energy Corporation
Hungry Hollow Smokehouse & Grill
Media Pull Inc.
Spherion
Starlight Café
VRS Consulting

Ask The Professionals

Win a coupon for 50% off a Happy Ad with every question submitted For the Professionals by November 19th, 2010.
features@independentfreepress.com
or call 905-873-0301 ext. 237



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Physiotherapist.

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www.erasosaphysio.com

Q: I am scheduled for a total hip replacement, Should I see a physiotherapist before surgery?

A: Hip and knee joint replacement procedures have been shown to be effective at reducing pain, restoring function and improving quality of life. Research studies prove that persons with higher preoperative physical function and greater strength achieve a higher level of function and lower levels of pain postoperatively. Using this knowledge, we believe that increasing preoperative functional status through education and rehabilitation exercise, known as Prehabilitation, would improve outcomes after total hip and knee replacements, and translate into a reduced length of hospital stay and decrease rehabilitation costs. In fact, when studies are evaluated, education can reduce post-operative anxiety and exercise is effective in improving postoperative outcomes in Total Hip subjects. At Eramosa Physiotherapy a formal Prehabilitation Program is in place to give those patients pending joint replacements both exercises and the education to have the most successful outcome after their surgery. If you are awaiting surgery and would like an edge, phone our clinic in Georgetown or Acton for more information about Prehabilitation!



Jeff Brookfield

360 Guelph St., Georgetown, ON
1-800-794-5880

www.HomeInspectorsHelp.com
www.GetEnergyGrants.ca

Q: I have an older forced-air gas furnace. How can I enhance its efficiency and keep it operating safely throughout the winter?

A: A furnace may operate for up to 15 hours a day during the coldest days of winter. In order to ensure its safe and efficient operation, proper care and maintenance is your best defense against unsafe conditions or non-performance.

- To reduce fuel consumption by 20%, install a programmable thermostat to allow the furnace to operate at lower temperatures when the home is not occupied or while you are sleeping.
- Clean or replace furnace filters every two months or as required.
- Keep combustible materials or obstructions away from the furnace.
- Keep cold air returns and heat distribution vents free and clear of obstructions to allow proper flow of air.
- Ensure that an adequate supply of combustion air is available for the furnace to function properly. Combustion air is the air that mixes with fuel to allow combustion to occur.
- Have a professional clean your ducting properly every three to five years.
- Contact a licensed heating contractor each year to perform routine service and maintenance.



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Q: We go South to Florida every winter. One of our friends mentioned that we need to be careful how much time we spend in the U.S. – that there can be tax implications! Can you please tell us more?

A: Many people are surprised to learn that their presence in the US, even if they are only vacationing, can create U.S. tax and reporting obligations on their worldwide income if their U.S. residence status is "U.S. resident alien". In order to determine U.S. residency status, the Internal Revenue Service (IRS) applies a test known as the "substantial presence test". This test averages the number of days you were present in the U.S. during the past three-year period, beginning with the current year. Failure to understand the U.S. tax obligations imposed by the IRS can result in unpleasant surprises and costly penalties. For a copy of an article that provides a basic understanding of U.S. residency under U.S. tax laws and potential ways to avoid U.S. tax and reporting obligations associated with being considered a U.S. resident alien, please email me at **Barbara.byckowski@rbc.com** or call at 905-450-1850 and I will send you a copy of the article.

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Q: What are the Key Points to a Employee Recognition Program That Is Motivational and Rewarding?

A: Employee recognition is one of the keys to successful employee motivation. These tips will help you successfully provide more formal recognition that is valued, valuable, and motivational.

- Determine what behaviors your work place wants to recognize.
- Identify and communicate the criteria by which the proposed recipients will be judged or assessed, so people are clear about what they need to do to qualify for recognition.
- Announce and communicate the recognition and the criteria that you have established for the awards.
- Design and communicate the process by which employees will be selected for recognition so that all employees clearly understand the selection process.
- Allow time for people to qualify for the recognition.
- Every entry that qualifies for the recognition should receive the recognition.
- If financial constraints are an issue, either present recognition amounts you can afford. Or, announce all eligible employees, publicly praise them for their contribution, and then, place all names in a drawing to select the lucky winner.

Effective, fair, employee recognition is motivational for both the employees receiving recognition and their coworkers - done correctly.